

RICHARD W. HECHTER

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SUMMARY OF QUALIFICATIONS

- Accomplished Legal Practitioner and Business Builder with a proven record of leadership and results in multiple organizational entities involving diverse (international) clientele.
- Highly effective in building and retaining strong relationships with clients and other stakeholders; adept at working with a multi-national client base.
- Recognized for integrity in highly difficult, complex, and sensitive cases.
- Proactive in resolving conflicts and problems, with excellent mediation, consensus building, instruction, negotiation, conflict resolution, risk management, advocacy, research, and writing skills.
- Skilled in rewarding and incentivizing employees to maximize employee buy in, engagement, and output.
- Experienced and knowledgeable trainer and educator.
- Firmly committed to inspiring rapport and confidence with all members of the team. Unique aptitude for working collaboratively with superiors, colleagues, and clients.
- Strong litigation and jury trial skills.
- Entrepreneurial thinker
- Strong revenue generator

AREAS OF EXPERTISE

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|---|---|
| <input checked="" type="checkbox"/> Personal Injury Law | <input checked="" type="checkbox"/> Arbitrations and Mediations |
| <input checked="" type="checkbox"/> Insurance and Liability Defense | <input checked="" type="checkbox"/> Legal Research & Drafting (motions, briefs, contracts). |
| <input checked="" type="checkbox"/> Medical Malpractice | <input checked="" type="checkbox"/> Representing Injured Children |
| <input checked="" type="checkbox"/> Residential Real Estate | <input checked="" type="checkbox"/> Human resource/staff management & firm marketing |
| <input checked="" type="checkbox"/> Family Law | |
| <input checked="" type="checkbox"/> Criminal Defense | |
| <input checked="" type="checkbox"/> Litigation and Trial | |
| <input checked="" type="checkbox"/> Workers' Compensation | |

EXPERIENCE

Richard W. Hechter & Associates, L.L.C. St. Louis Park, MN

Senior Attorney & Litigation Leader May 1, 2012 – Present

- Representing individuals, families and corporations in matters related to: Personal Injury claims, pre-marital counseling for setting up financial households, prenuptial agreements, dissolution, child support and custody matters, residential real estate matters, criminal and traffic charges, wills, living wills, health care directives, medical malpractice and nursing home neglect, injuries on the job, unemployment appeals and general litigation. Representing a variety of businesses and providing corporate advice and defense. A representative list of clients include: Twin Cities Foot And Ankle Clinic, P.A., Nile Chiropractic Clinic, P.A., Schatz Real Estate Group, Kidz Blankets, Inc., Foot Tech, Inc., Scrubbies.Org., LLC., Chiropractic Wellness Oasis clinic, Minnesota Medical And Rehab Services, LLC

Thill Law Firm, P.A., Minneapolis, MN

Attorney, 1996–May 1, 2012

- Educate, counsel, and assist clients through the claim and litigation process.
- Create and maintain superior competitive advantage and branding for the organization.
- Successfully recovered countless large settlements, arbitration awards and positive verdicts for plaintiffs, and successfully defended claims on behalf of corporate and individual clients. Successfully concluded numerous dissolution cases and criminal cases, as well.

Highlights:

- Created and maintained competitive advantages for law firm with sustainable positive growth and profits, all though the use of top-notch client service skills, relationship building, and aggressive advocacy techniques.

- Developed, built and retained extensive and self-established client base and referral network through outstanding client service and marketing skills. Client and file base are portable.
- Achieved consistently higher settlements and verdicts/outcomes; above industry average.
- Successfully mediated, arbitrated, and litigated thousands of cases on behalf of individuals and business entities. Experienced in arguing cases before the Minnesota Court of Appeals and the 8th Circuit Court of Appeals.
- Developed and maintained a very good reputation (brand) within the legal, insurance and judicial communities.
- Consistent top fee/revenue generator for firm.

Taylor Law Firm, P.A., Minneapolis, MN

Attorney, 1989–1996

- Insurance defense, personal injury and general practice group. Successfully defended Horace Mann Insurance, Farmers Home Group, American Hardware and other insurers (and their insureds) on auto, business and liability claims. Provided coverage opinions regarding intentional act exclusions, Represented plaintiffs on PI, wrongful death, dram shop, divorce, real estate and criminal matters. Handled countless jury trials, mediations and arbitrations for both plaintiffs and defendants. Consistently top revenue generator

Ramsey County Attorney's Office, Civil Division, St. Paul, MN

Assistant Ramsey County Attorney, 1988–1989 (Civil Litigation on behalf of County).

Law Clerk, 1987–1988

INSTRUCTIONAL EXPERIENCE

National American University, Brooklyn Center, MN

Adjunct Instructor, 2004–Present

- Instructed numerous Legal Courses including Contract and Real Estate Law, Personal Injury, Workers' Compensation, Risk Management and Critical Thinking.

Highlights:

- Consistently recognized as an Outstanding Instructor and faculty member. Recognized for high student retention.

MN School of Business and Globe College, Minneapolis, MN

Adjunct Instructor, Evening Paralegal program, 1997–2004

RECOGNITION & LICENSING

- Certified Arbitrator
- Recognized and chosen as "Super Lawyer" and one of Minnesota's best personal injury lawyers by Law & Politics
- Named as a rising star in the legal community by Law & Politics
- Listed in the national registry of "Who's Who"
- Licensed MN Real Estate Broker

ASSOCIATIONS & APPOINTMENTS

- Arbitrator, American Arbitration Association
- Member, Minnesota Association for Justice
- Member, Minnesota State Bar Association
- Member, Edina Human Relations Commission, 1997–1999
- Member, Board of Advisors for National American University, 2006 -Present

ENTREPRENEURSHIP

- Created Scrubbies.org, LLC - designed and market an accessory product for scrub pants used in healthcare and veterinary fields (patent pending)
- Conrich Distributing Company - created and ran an inter-office advertising and delivery service for Realtors in the Metropolitan area.

CERTIFICATIONS

Certified in 1998 as a Civil Trial Specialist by the Minnesota State Bar Association. Currently recertified.

PUBLICATIONS

Author, *Divorced in 60 seconds.*, Outskirts Press, 2011.

EDUCATION

Augsburg College, Minneapolis, MN

MBA - Concentration: Human Resource Development, Client Services and Company Branding, December 2009

William Mitchell College of Law, St. Paul, MN

Juris Doctor, June 1988

University of Minnesota, Minneapolis, MN

Bachelor of Arts in Psychology, Minor: Speech Communications